

EXHIBIT A

Section 16.20

Patrol Mid-year Vacancy Shift Rebidding

Any patrol shift vacancies that occur prior to October 1 shall be open for rebidding with a reasonable amount of time given for response by officers. Vacancies that occur on or after October 1 shall be filled at the discretion of the employer.

Section 16.21

Probationary Period

The probationary period of a newly hired officer shall be eighteen (18) months from the date of hire. The Chief shall have the sole discretion to extend the period for training or disciplinary purposes.

ARTICLE 17 **HOLIDAYS**

Section 17.1

Holidays

Twelve (12) paid holidays will be granted to employees:

New Year's Day

Memorial Day (last Monday in May)

July 4

Labor Day (first Monday in September)

Veterans' Day

Thanksgiving Day (fourth Thursday in November)

Day after Thanksgiving (fourth Friday in November)

Christmas Eve

Christmas Day

Three (3) Floating Holidays Cannot be used as time off. Must be cashed in by the end of each year.

Section 17.2

Payment in Lieu of Holidays

Employees will receive compensation in the form of an extra day's pay at one-and-one-half (1½) times the employee's regular hourly rate for all holidays. When a holiday falls on a